

Present Occupation: Arbitrator/Mediator

Business Address:

444 Independence Drive
Jefferson City, TN 37760
Phone: (865) 471-6173

EDUCATION:

LL.M. (Labor Law)	New York University, 1961
J.D. Law	University of Tennessee, 1957
B.S. Bus. Ad.	Bowling Green State University, 1953

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1990 – Present; Arbitrator. Arbitrates labor and employment cases (see industries and issues below) for FMCS, AAA, SERB (Ohio), Kentucky Labor Cabinet, and Virgin Island PERB. 1969-1989, served as labor relations attorney for Ashland Oil, Inc.

INDUSTRIES:

Aerospace; automotive; bakery; chemicals; education; electrical equipment; electronics; foundry; health care; hospitals; machinery; metal fabrication; office workers/clerical; packaging; petroleum/petrochemicals; police and fire; printing and publishing; pulp and paper; sports; steel; transportation; trucking and storage; utilities; warehousing.

ISSUES:

Affirmative action; absenteeism; arbitrability; bargaining unit work; conduct (off duty/personal); discipline (non-discharge); discipline (discharge); age; disability; race; sex; drug/alcohol offenses; holidays; insurance; leave; vacation; grievance mediation; health/hospitalization; job performance; job posting/bidding; jurisdictional dispute; layoffs/bumping/recall; management rights; past practices; pension and welfare plans; promotion; safety/health conditions; seniority; sexual harassment; strikes; subcontracting; union security; cost-of-living pay; holiday pay; incentive pay; job classification and rates; merit pay; overtime pay; severance pay; vacation pay; work hours/schedules/assignments; working conditions/work orders; violence or threats.

ARBITRATION ROSTERS:

American Arbitration Association	Virginia Islands PERB
Federal Mediation & Conciliation Service	Kentucky Labor Cabinet
Alaska Department of Labor	

PUBLISHED CASES:

93-1 ARB CCH 3652
94-1 ARB CCH 4352

SIGNIFICANT PUBLICATIONS:

A Supervisor's Guide to Collective Bargaining
Labor Relations Bulletin, 1997
Chapter Editor, six supplements to How Arbitration Works, Elkouri & Elkouri

FEES:

PER DIEM FEE: \$800.00 **DOCKETING FEE:** -0- **CANCELLATION FEE:** (see below)

Grievance Arbitration: The fee is \$800.00 per day for hearing, and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours.

Cancellation Policy: If the scheduled hearing is cancelled with notice of less than seven calendar days, the per diem for one day of hearing will be charged.

Interest Arbitration, Fact-finding and Labor Mediation, Arbitrator charges \$800.00 per day. Time for research and preparation is prorated.

Travel Time: Arbitrator charges per diem fee. It is prorated.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food and lodging. Automobile mileage is charged at the applicable IRS expense rate.